Glenview residents oppose restaurant-bar

By Marilynn E. Bailey The Tribune

For years, the corner of Park **Boulevard** and Wellington Street has added to the quaint atmosphere of the Glenview district in Oakland.

It has seasonally served as a pumpkin patch, Christmas tree wonderland and parking area for parishioners.

Today a shell of a Mexican restaurant-bar anchors the corner and some residents are fighting mad.

They're not against the opening of (The Cantina) restaurant, but its adjoining bar.

The restaurant-bar is sched-

uled to open in April. In testimony before the state

Alcoholic Beverage Control board last week, residents aired their objections during an eight-

hour public hearing. Another 50 or so residents looked on.

They expressed fear the bar will attract a negative element to the area.

"This is a tight-knit, family neighborhood. We feel comfortable sending our children to stores in the neighborhood," said Susan Grandt, a resident of 14 vears.

The Cantina will be part of a bustling business strip, but residents argue that most are small, community-service oriented establishments like the Diggery Inn restaurant, a hardware store and poodle salon.

Many customers are residents of the Glenview district, which is midway between the downtown Oakland area and the Montclair district.

Residents like Jeff Bridgeman, who is also assistant pastor at Park Boulevard Presbyterian Church, complained to the alcohol board that the restaurant and bar, which is designed to



Neighborhood residents fear restaurant-bar under construction will attract undesirable clientele.

seat 150 customers, will make parking in the area impossible.

Bridgeman argues that Park Boulevard has become a busy horoughfare in recent years and we don't need people coming out of the bar a little snockered and driving off in cars."

The bottom line, said Bridgeman, is that "we are trying to say we want to control what goes on in our neighborhood.

"We want something that's going to fit in the nature of the neighborhood."

But officials of Hodges Food Services, the parent company of The Cantina, said the restaurant-bar will be a good neighbor. They met with the ministers of the area Presbyterian church a week before the public hearing.

Hodges, which has offices in Oakland and Sausalito, owns a

larger Cantina restaurant in Mill Valley.

Douglas Scott, general manager of Hodges, said yesterday he had not heard from the Glenview residents since the hearing and believes the situation has been worked out.

Hodges, Scott said, agreed to close the bar and restaurant by midnight as a concession to the community.

But Susan Grandt said the fight against the bar's April debut is far from over.

Muriel Evers, the administrative law judge who presided over the public hearing last week, said she will release her decision on The Cantina's license in the next few weeks.

Couple's new life shattered

One more night of work and Cantina manager would have been off with wife on a new adventure

By Harry Harris STAFF WRITER

OAKLAND — They had planned "new adventures" together but because of senseless violence it will be a solo voyage for Beyerly Barth.

for Beverly Barth.

She and her husband of five months, Scott Paddock, had many plans — a new home, new jobs and sailing the ocean in

their own boat.

But instead of cruising with her beloved husband, Barth will be scattering his ashes at sea.

Paddock was murdered Sunday night at The Cantina restaurant, 4239 Park Boulevard, by gunmen who also killed dishwasher Luis Vargas and wounded bartender Albert Hart during a robbery that netted several thousand dollars.

It was the last night on the job for Paddock, the assistant manager. Vargas, 24, had only been working at the restaurant since the previous Wednesday.

Homicide investigators said Tuesday that although they had received a number of phone calls from people about the killings,

Please see Manager, A-9

Leginolodowed to legittol, deitledt sician, writing in a 1992 issue of Just ducky. A Tulsa, Okla., phy-

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none of the information looked promising.

Paddock had resigned so he could move with Barth to Southern California, where she had been transferred after getting a promotion from the bank she

works for. They had already rented out their home in Mill Valley and planned to move this Saturday. A sobbing Barth talked Tuesday about the tragedy and how

her life will never be the same. "We were just so happy and our lives were so set. We were ready to go on a new adventure. He was the best thing that ever came into my life. He made me so happy."

They had met through a mutur al friend three years ago in Minneapolis where Paddock's family is from. Paddock came to visit her in the Bay Area on several occasions, moved out here per-

manently about a year ago and married her five months ago. "We had lots in common. We both loved sailing and animals He was the kindest, warme person you could ever meet. H

was always jolly and he would

always help you out." She said even though he did

not vet have a job in Southern California he was still very much excited about the move. "He said 'let's go hon, let's go do it.' "

Reason for shootings a mystery Homicide investigators said they still do not know why the three were shot. Barth said her husband would

not have done anything to pro-

voke the robbers. "Not Scott. I anything, maybe he was going to the aid of the dishwasher. That was the kind of person he was. Luis Vargas' brother, Joe who also works at the restaurant but who was off Sunday, remained stunned Tuesday while arranging to take his brother's body back to their native Mexico

"I don't have the words to say how I feel," Joel Vargas sail. "It's the sort of thing you would never expect and can never explain."

dren live.

where Luis' wife and two chil-

Funeral services for Paddock will be held Thursday at 1 p.m. at Daphne Fernwood Mortuary. 301 Tennessee Valley Road, Mill Valley. A visitation will be held at the mortuary today from 5 p.m. to 7 p.m.

A visitation for Vargas will be held from noon to 4 p.m. Thursday at the Clarence Cooper I planned for 7 p.m. tonight out tuary, 1580 Fruitvale A. side the restaurant. Oakland. His body will be flh Ellen Caschak, who lives a fev

to Mexico that night and hell blocks away from the restauran eventually be buried in hisand often eats there said, "Tha tive Autlan, Jalisco wheres kind of crime doesn't happen in wife and children, parents i this neighborhood. 10 siblings live. "People felt very safe walking

Neighborhood shocked

rant. A candlelight vig

around but that will change now. Residents and business pe It's nice to think that if you live in the normally violence in some neighborhoods you're Glenview District were als immune, but that's not true covering from their shock T anymore." day. Many left flowers and o tokens of sympathy at the door of the still-closed res

Staff writers Cecily Burt and Danelle Cass contributed to this report.





Mourners gather for shooting victims

By Cecily Burt STAFF WRITER

OAKLAND Mourners crowded the Glenview district Wednesday to grieve and pray for the victims in last Sunday's brutal shootings at The Cantina

restaurant

The murders of Cantina assistant manager Scott Paddock, 38, of Mill Valley, and dishwasher Luis Vargas, 24, of Oakland, stunned the residents and merchants of the normally quiet neighborhood, where most of the stores close early, and folks weren't afraid to walk the streets at night.

Paddock and Vargas were shot and killed by three armed gunmen who took over the restaurant at 4239 Park Blvd. shortly before closing. Bartender Albert Hart, 33, of Pittsburg, also was

shot and is recovering.

Paddock is survived by his wife, Beverly Barth, and Vargas is survived by a wife and two children living in Jalisco, Mexico.

Her voice cracking with emotion, Cantina General Manager Michelle White thanked the people who crowded the shoppingdistrict corner at Park Blvd. and Wellington Street. "It's made a very unbearable situation a little more bearable," White said.

Three relief funds have been

established in the names of the victims. A reward fund also has been established and The Cantina will match any contributions up to \$10,000.

Oakland police have said they have been receiving many phone calls but have no substantial leads in the case. However, Vice Mayor Mary Moore told the crowd Wednesday that, according to a high-ranking police official, the robbery may have been committed by a brazen gang that has terrorized other businesses across the Bay Area.

"This may well be a gang that tends to rip off upscale restaurants in upscale communities," Moore said, declining to identify

her source.

The Cantina, closed since the shootings, is scheduled to reopen Friday afternoon at 4 p.m. During the first week of the reopening, \$1 of every item sold will be donated equally to each of the Victim's Relief funds.

Donations should be sent to either The Cantina, 4239 Park Blvd. Oakland, CA 94611 or to Hodge Food Service, 645 E. Blithedale, Mill Valley, CA 94941. Donors should designate which of the four funds they wish their contributions to go: the Scott Paddock relief fund, the Luis Vargas relief fund, the Albert Hart relief fund or the Reward fund.

Cops reveal more about killers

By Harry Harris and David K. Li STAFF WRITERS

OAKLAND — As police released new information on three suspects, Glenview neighborhood residents held a community meeting Friday to deal with the murders of two Cantina restaurant employees during a robbery.

About 300 people packed a church to vent their concerns that Sunday's murders were a sign that violence is spreading to their peaceful neighborhood.

Mayor Elihu Harris, Vice Mayor Mary Moore and interim Police Chief Marvin Young urged the crowd to form neighborhood watch groups as an effective deterrent to crime.

"When people are watching, crime stops," Moore said. "It's what we can do right now."

Meanwhile, after interviewing more witnesses to the burst of violence at the Park Boulevard restaurant, police released detailed descriptions of three men being sought for the crime.

One of the suspects is a black man in his mid-20s, possibly 26 or 27, at least 6 feet tall with a slender build and close-cropped hair. He had a medium complexion and his face was "pockmarked," witnesses told police. Another suspect was a black man in his mid- to late 30s, about 6 feet, 2 inches tall with a stocky build. He had a medium complexion and had "stringy" hair that had patches of gray.

The third suspect was a black man in his late 30s with "very dark skin," witnesses said. The man was 6 feet, 2 inches tall and weighed more than 200 pounds.

A \$10,000 reward for information about the suspects has been offered by the owners of the restaurant. Anyone with information, including those who wish to remain anonymous, are urged to call police at 238-3821.

The crime has shocked residents in the quiet hillside neighborhood, several of whom joined a candlelight vigil outside the Park Boulevard restaurant after Sunday's burst of violence.

Killed in Sunday's shooting was Scott Paddock, an asistant manager of the restaurant who had planned a sailing trip with his wife the day after his murder.

The gunmen also killed dishwasher Luis Vargas, 24, who had worked at the restaurant for less than a week, and wounded a bartender before stealing several thousands of dollars.

Neighborhood copes with killings "People are trying to heal," Mi-

The Cantina, other nearby shops take extra security precautions

By Elizabeth Mason

STAFF WRITER

OAKLAND - On Park Boulevard in the Glenview district, pedestrians walk quickly, making frequent glances over their shoulders. Inside restaurants and shops, formerly relaxed merchants stand watch at their windows waiting cautiously for customers.

- - - mahants have

Three weeks after the shooting deaths of two restaurant workers at The Cantina, the community unabashedly wears its

younds. When doors fly open in Glenlew shops, workers hold their reath, and spit out gasps and iggles when they see it's just a gular. Shoppers avoid eye conact with strangers. At night, the treets become empty.

has also moved up closing time and added more lights. 1 --- hante

of The Cantina, said as she looked at the empty tables in her restaurant and blinked away tears from her eves.

"Week week it's getting better. But one of the hardest things is trying

to justify this in our minds and understand it. There is no com-

by

Neighbors

Piedmont

joined in

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Avenue have

Whistleston

in an effort to

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around

partment for this type of thing. I don't know if you can ever tell chele White-Kaphan, manager me why they came in here and committed a cold blooded murder when my staff was fully cooperative."

Police said the robbers were apparently unprovoked on March 7 when they shot and killed dishwasher Luis Vargas, 24, and assistant manager Scott Paddock, 38. Bartender Albert Hart, 33, who also was shot, is now recovering.

It was supposed to be the start

Please see Coping, A-16

. Part Land Control of the Control o To plans to join his wife in THE PARTY OF THE P 2 plans to join his wife in Southern California, and Vargas, who had recently arrived from Mexico where he had a wife

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and two young children. There have been no arrests, released but police have drawings of two suspects and there is a \$15,000 reward.

In response to the killings, Glenview residents have formed neighborhood watch groups, and donated thousands of dollars to help the families of the victims. One neighborhood cafe has closed. Other merchants have increased security, shortened business hours and changed their laid back attitudes.

The Cantina, which has suffered a dramatic decline in business at night, is trying to make patrons and employees feel sehiring off-duty police of

ficers and closing earlier.

"Everyone feels better having the police here at night," White-Kaphan said. "It gives the staff and the customers some peace of

Steve Moyer, the broker hanmind." dling the sale of the now-closed Glenview Cafe, said the murders were the "last straw" for the owners who were already considering closing shop.

"Their business dropped off quite a lot in the evenings after the murders and they didn't have the financial capability to withstand the drop-off," Moyer

said.

Business owners who haven't made tangible changes have become more cautious.

"We are being much more careful about unfamiliar customers," said Daniel Ju, owner of Savemore Market. "We are paying more attention because everybody is nervous about the incident.





Police are searching for these two suspects in connection with The Cantina shootings.

The scare has reached out beyond the Glenview strip. In lower Rockridge, Oliveto Cafe and Restaurant has started closing an hour earlier and added security cameras. Crogan's Seafood House in the Montclair Village has also moved up closing time and added more lights.

But residents and merchants in Glenview are not without hope. They believe soon their homey business area will be full

of life again.

White-Kaphan, who is training some new staff and trying to put her business back together, s determined to make it a suc-

"They took so much from us, cess again. but that can't have it all," she said. "We were at a really busy point when it happened, but we'll get back there.

And residents are looking out for each other and rallying to support local merchants through

this hard time. "I think the destination patrons have slowed down because the incident is in the backs of their minds," said Michael Gabriel, president of the Glenview Neighborhood Association, which has more than 200 members. "But the locals are going out and hopefully will sustain

the merchants through this low. ... People's awareness has been heightened because of this. They are organizing in small clusters and forming home alert groups. We all know how bad it can be in some urban areas, but we are just not ready to be there."





These are the two sketches police released Wednesday.

Sketches of murder suspects released

By Harry Harris STAFF WRITER

OAKLAND — Drawings of two of the three gunmen in the robbery murder last month at The Cantina restaurant were released Wednesday by police who also announced the reward has reached \$15,000.

The drawings were done by a police artist working with several of the people inside the restaurant when it was invaded March 7

Homicide Sgt. Doug Wayne said police plan to release a drawing of the third suspect soon.

One of the drawings is of a black man in his mid-20s, possibly 26 or 27, at least 6 feet tall, with a slender build and close-cropped hair. He has a medium complexion and his face was "pockmarked," some witnesses said.

The second drawing is of a black man in his mid to late 30s, about 6 feet 2 inches tall with a stocky build. He has a medium complexion and "stringy" hair that has patches of gray.

The third suspect is described as a black man in his late 30s with "very dark skin," according to witnesses. The man is 6 feet 2 inches tall and weighs more than 200 pounds.

200 pounds.

Wayne said based on the apparent ages of the robbers, the methods used and the viciousness of the robbery, police have not ruled out the possibility that the men are ex-convicts. He also said it is possible the restaurant was cased by the robbers before the holdup.

The gunmen shot to death assistant manager Scott Paddock, 38, dishwasher Luis Vargas, 24, and wounded bartender Albert

Hart.

It was the last night on the job for Paddock, who was moving to Southern California with his wife. Vargas had only been working at the restaurant since the previous Wednesday.

The owners of the restaurant. at 4239 Park Blvd, in the Glenview District, started a reward fund with a \$10,000 contribution and since then it has risen to \$15,000 with donations from others, Wayne said.

Dining out is back in style Clenview district is Luis Vargas and assistant manvakia.

ready for business after March murders

By Rachele Kanigel STAFF WRITER

When two employees were shot to death at The Cantina restaurant on Park Boulevard in March and the Glenview Cafe across the street abruptly closed a few weeks later, it seemed that eating out in the Glenview district would never be the same

But six months later, the margaritas are flowing at the popular Mexican eatery and a new Glenview Cafe is open for business.

"Business is steadily going up," said Patrick Smith, one of the managers at The Cantina./ "People aren't as scared as they were. With time, we're getting busier and busier."

The killings of dishwasher

ager Scott Padd ck stunned the usually quiet lenview neighborhood, an int nate enclave of

small shops a n d neatly kept

The talk of GLENVIEW

homes. For owners of the popular Glenview Cafe, who had been thinking of closing the restaurant anyway, the murders were the last straw.

By the end of March, there was little foot traffic on Park Boulevard after dark. The killers were never found.

Last week, Jan John, the former owner of Nadine's in Berkeley, opened a new cafe where the old one stood. He kept the name and the familiar green, yellow and white sign from the old restaurant.

"Why change what's great?" he says, his roice tinged with echoes of his native Czechoslo-

The new Glenview Cafe is a bit more upscale and trendy than its namesake - though less high-end than Nadine's.

The mismatched oak tables and second-hand chairs are gone, as are the thick crayons and miniature menus offered to children.

In their place are cane-back chairs from Nadine's and new tables decorated with bud vases. The mood is one of casual elegance. The menu, which changes regularly, features California and Continental offerings such as spinach and pine nut ravioli and duck confit.

John says he decided to close Nadine's after 15 years because of changes in the Berkeley neighborhood and problems with a new landlord. The location, on San Pablo Avenue. was beginning to get a

Please see Cafe, page B-2

reputation for prostitution, and other businesses had moved out over the years.

The Glenview district, in con-

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actually walk to."

The Glenview district, in contrast, seemed safe and friendly. "We have a dream situation here," John says. "It's a unique

pocket. This is a place people can

John hopes the cafe will attract some of his old Nadine's

customers, but he's particularly interested in courting the professionals and young families who live in the neighborhood.

Just a week after the restaurant opened, John says he al-

"From the moment we started moving in people would stop by and say, "We're so happy you're Smith says he's happy to see another restaurant opening in the another restaurant opening in the neighborhood and sees it as a sign that Glenview is bouncing back after the killings.

azing. It was totally sincere.

here, and Good Inck. It was am- Brad here, sulfainty blened less A velexies to eviten A

Waitress INF NOV 2 3 1993 Sues eatery owner over two killings

By Danielle Cass STAFF WRITER

A former waitress at the Cantina restaurant who has said she is haunted by a double killing during a robbery she witnessed there in March is suing the restaurant's owners, claiming they did nothing to prevent the

crime.

Mia Woodhouse, 21, of Oakland, was at the front of the restaurant on Park Boulevard, Oakland, on March 7 when three gunmen burst in. They ordered everyone to the floor, fatally shot manager Scott Paddock and dishwasher Luis Vargas, and fled with several thousand dollars.

The gunmen stepped in and shoved down Woodhouse. She saw both killings and has said she remains traumatized.

"She saw it all. She's been profoundly affected by it," said Michael Meadows of Concord, her attorney. "She's been unemployable ever since because she's under regular psychiatric care. She's heavily medicated."

The lawsuit, filed in Alameda County Superior Court, Oakland, avers that the owners invited crime by not guarding a poorly lit parking lot and not installing an alarm. The suit says workers were not trained in how to protect themselves from criminals.

Fred LeFranc, chief executive officer of Hodge Food Services, which owns the Cantina, said his office had not seen the lawsuit so he could not comment.

Before the shootings, management held several meetings with employees to discuss rising crime in the area, Meadows said. Management admitted the restaurant was vulnerable because it kept lots of cash and stayed open late, but decided against an alarm, Meadows said.

No arrests have been made.

ing's widow sues: The wife of the Cantina restaurant 2 manager killed during a robbery in March is suing the restaurant's owners, claiming they did nothing to prevent the crime. This is the third lawsuit stemming from the robbery. On March 7, 1993, three gunmen burst into the Park Boulevard restaurant, fatally shot manager Scott Paddock and dishwasher Luis Vargas, and fled with several thousand dollars, Paddock's wife Beverly Barth filed the wrongful death suit against Hodge Food Services, the restaurant's owners, in Alameda County Superior Court. Fred LaFranc, chief executive office of Hodge Food Services, did not return phone calls Tuesday.

Glenview shows its spirit with greenery

Neighbors express their pride by planting flowers along Park Boulevard medians

By Joel Maybury STAFF WRITER

OAKLAND - If you're tired of bad news, this story will make you proud.

Armed with garden tools and a desire to beautify their neighborhood, about 200 residents of the Glenview district swarmed onto Park Boulevard Saturday morning to plant flowers and shrubs in the median strip.

"It does a lot for the community. Growing living plants help kids care about where they live," said Sharon Morris of the Glenview Neighborhood Association.

renember Scott Paddock and Luis Vargas two employees of The Cantina restauran who were slain during a robbery a year and, and to restore Glenview's reputation as a nice place to live.

con't know if we're looking for clowhat," said Sue Holman of Sonoma, who drove down to Oakland with a friend. They said they were friends of Paddock and brought azaleas and other plants to place in front of the restaurant in his

The Cantina donated food for the volunteers and announced that it will be setting up a memorial scholarship to be offered to employees of its four restaurants in Oakland, Will Valley, Walnut Creek and Santa



D. ROSS CAMERON - Staff

Linda Duncan joins some of her Glenview neighbors to plant shrubs and flowering plants in the medians along Park Boulevard.

Please see Glenview, page A-10

has faith said regent William

гнеуте теану ош от ющен, said Don Daves, president of the suggest the public is discontented.

Stern said. hope audiences will want and interesting to me, an

sting deal with Fox, company of-Daniel stern has signed a two-year tieth Century Fox. Actor and director just what the

board is supposed to avoid: politics.

Fifteen of the 17 regents contributed money to the campaigns of the governors who appointed or reappointed

them, according to Common Cause. Individual donations to Republican candidates, including President Bush, ran as high as \$200,000.

Lee

Regents deny the posts go to the highest bidder.

"A governor is going to appoint people in whom he or she has faith," said regent William Bagley, lawyer and former Republican senator from San Rafael. "That doesn't mean dollars. It means affinity."

They also say their money - and what they do with it - has nothing to do with their merit as regents. Some argue that only a fairly well-off person could spare the time and energy to serve as a regent anyway.

Even Connerly, the board's most critical member, agrees that a rich person need not make a poor regent. Connerly in fact has launched a program to use the regents' status and connections to drum up jobs for UC students.

The real problem, said Connerly, is not the board's money but its mentality.

The UC regents have a reputation for closing one eye to the salaries of officials but both ears to the voices of students. The message, say critics, is that status comes first and students last.

"They're so focused on main-

lapsed into a coma after mixing a

Connerly

concerts on a European tour. Cobain taining the prestige of the university and their own," said Pat Callan, director of the California Higher Education Policy Center in San Jose. "You see them reflect the

conventional wisdom of the university."

At a recent meeting, regents asked questions that showed their ignorance of how hard students must work to make ends meet, then voted to raise student fees. Students were furious.

"They're really out of touch," said Don Daves, president of the UC Student Association.

Connerly may help change that image. The newest UC regent is African American, grew up poor and readily speaks his mind. Nor has he forgotten what it was like to put himself through college and live on \$35 a month, three decades ago.

But it's not easy to be the lone ranger on a board where dissent is often seen as disloyalty.

"You get seduced by the culture of the board," said Connerly. "You don't want to be viewed as some negative cowboy. So you fall behind the masses."

He has resisted that temptation, however, which is why meetings in recent months have sounded like Connerly vs. The Board of Regents.

Connerly was one of the few regents to reject higher salaries for hospital administrators in November. In an angry letter the

Profit to 20 without ompany, and after a brief interview to next monui, ne repuked the board for backing the decisions of UC officials without question - and doing so behind closed doors.

But it isn't the job of the regents to look over the shoulder of UC officials, said Bagley. Their challenge, he said, is to be watchdogs but not get in the way.

"Where do you draw the line? As conservatively as you can," said Bagley. "We shouldn't be micro-managing."

But to Connerly the fear of micro-managing is what ties the board down.

The regents may not have much longer to decide what their job is. Last week's Senate votes suggest the public is discontented.

Yet not everyone agrees that electing the regents would be any better, because special interest groups might then run the university. Perhaps the governor and the Senate could share the appointment of regents, critics suggest. The field of candidates could also be narrowed with stricter rules on who is eligible.

"It's inevitable that there's going to be change," said Chris Cabaldon, consultant to the Assembly Committee of Higher Education.

The question is whether that change will come from the board or be forced upon it.

Connerly is banking on change from within the board, and soon.

"I wouldn't be going ahead with this if I wasn't convinced," he said. "I don't want to sit there for the next 12 years . . . as a lone wolf."

against the UC regents has risen as sharply as student fees. The most common complaint is that regents are so far removed from the public, they might as well live in the Campanile Tower.

Among the 17 appointed regents, just three are women and four are members of minority groups. Lee, an Asian American, would have been the fifth minority member.

The regents enjoy an average personal worth of \$1.4 million, according to records compiled by the lobby group Common Cause.

Some regents resent charges that they come from a small, elite circle of Californians.

"It's a pretty diverse group, as I see it," said regent chair Howard Leach, owner of a Salinas agribusiness and one of the wealthiest members of the board.

But lawmakers and the public disagree. Four bills to change the regent appointment system were introduced in the Legislature last year; two are still pending.

A citizens' petition is circulating to put a measure on the November ballot calling for direct election of the UC regents. And a vast majority of students last year supported a UC Berkeley proposal to have voters elect the regents.

Under the current system, the 18 voting regents are appointed for 12-year terms by the governor and must be confirmed within a year by the Senate. There is one voting student regent, appointed by the regents for a one-year term. Another seven ex-officio regent posts are held by the governor and other state and university officials.

Critics say the system runs on